

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE ORGANIZATIONAL CLIMATE SURVEY (DEOCS)

General Description

The DEOCS questionnaire is intended for organizations of any size, and is suitable for military and/or civilian personnel. The questionnaire measures climate factors associated with the military equal opportunity (EO) program, civilian equal employment opportunity (EEO) program, Sexual Assault Prevention and Response (SAPR), and organizational effectiveness (OE) issues. The race-ethnic classification system used on DEOCS is consistent with recent Office of Management and Budget (OMB) guidelines for classification of racial groups and multi-racial designations. Approximately half of the questionnaire items address EO/EEO issues, the remainder address organizational and demographic areas. The DEOCS is a climate assessment instrument designed to assess the “shared perceptions” of respondents about formal or informal policies, practices, and procedures likely to occur in the organization. This survey does not collect or use personally identifiable information and is not retrieved by personal identifier. Therefore, the information collected is not subject to the Privacy Act of 1974.

For the purposes of this survey, the following ethnicity and race definitions are provided (using standard Federal definitions).

Per OMB guidance, 1 January 2003, Spanish/Hispanic/Latino is an ethnic category, not a race category.

All race and ethnicity responses are rolled up into minority or majority categories for the final report.

Spanish/Hispanic/Latino. A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. The term, “Spanish origin,” can be used in addition to “Hispanic or Latino.”

American Indian or Alaska Native. A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

Asian. A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American. A person having origins in any of the black racial groups of Africa. Terms such as “Haitian” or “Negro” can be used in addition to “Black or African American.”

Native Hawaiian or Other Pacific Islander. A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White. A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

PART I

The information provided below **WILL NOT** be used to identify you. It is used by a computer to identify groups of people (e.g., Male, Female, Officer, Enlisted, Civilian, etc.). If fewer than five responses are given for a particular group, those responses are not reported for that group.

YOUR ACCURACY IS IMPORTANT IN GETTING AN HONEST ASSESSMENT OF YOUR ORGANIZATION.

1. I am

1 = Male 2 = Female

2. Are you Spanish/Hispanic/Latino?

1 = No

2 = Yes

3. What is your race? *Mark one or more races to indicate what you consider yourself to be.*

1 = American Indian or Alaska Native

2 = Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)

3 = Black or African American

4 = Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, or Chamorro)

5 = White

6 = N/A

4. My age is

1 = 18 - 21

2 = 22 - 30

3 = 31 - 40

4 = 41 - 50

5 = 51 or over

5. Are you currently deployed?

1 = No, it has been more than 6 months since my last deployment, or I have never deployed

2 = No, but I returned from combat zone deployment within the past 6 months

3 = No, but I returned from non-combat zone deployment within the past 6 months

4 = Yes (CONUS)

5 = Yes (OCONUS, in a combat zone)

6 = Yes (OCONUS, in a non-combat zone)

6. I am a(n):

1 = Military officer

2 = Warrant officer

3 = Enlisted member

4 = Federal DoD civilian employee

5 = Federal non-DoD civilian employee

6 = N/A

7. If you are a federal civilian employee, in which category are you a member?

- 1 = GS
- 2 = GM
- 3 = WG/WL/WS/WB
- 4 = SES
- 5 = N/A

8. What is your pay grade (for example; an E3 or O3 would select 1; an E5 or O5 would select 2)?

- 1 = 1 - 3
- 2 = 4 - 6
- 3 = 7 - 8
- 4 = 9 - 10
- 5 = 11 - 13
- 6 = 14 - 15

9. **MILITARY ONLY:** My branch of service is: **FOR CIVILIAN EMPLOYEES: Leave #9 BLANK on the bubble sheet.**

- 1 = Air Force
- 2 = Army
- 3 = Coast Guard
- 4 = Marine Corps
- 5 = Navy
- 6 = Non U.S. Military Service

10. **MILITARY ONLY:** I am a (n): **FOR CIVILIAN EMPLOYEES: Leave #10 BLANK on the bubble sheet.**

- 1 = Active component member (including Coast Guard)
- 2 = Traditional guardsman (Drilling)
- 3 = Guardsman on active duty
- 4 = Traditional reservist (Drilling)
- 5 = Reservist on active duty

Part II

YOU NEED NOT HAVE PERSONALLY SEEN OR EXPERIENCED THE ACTIONS BELOW.

Use the following scale to rate the *LIKELIHOOD* that the actions listed below *COULD* have happened, even if you have not personally observed or experienced it. *If you are a member of a Reserve or National Guard unit or are a part time employee, "your last 30 work days" refers to the last 30 days you spent at your unit (not necessarily the past consecutive 30 workdays).*

- 1 = There is a *very high chance* that the action occurred.
- 2 = There is a *reasonably high chance* that the action occurred.
- 3 = There is a *moderate chance* that the action occurred.
- 4 = There is a *small chance* that the action occurred.
- 5 = There is *almost no chance* that the action occurred.

During your last 30 workdays at your duty location:

- 11. A person told several jokes about a particular race/ethnicity.
- 12. Supervisors of different racial or ethnic backgrounds were seen having lunch together.
- 13. Personnel of different racial or ethnic backgrounds were seen having lunch together.
- 14. A supervisor did not select a qualified subordinate for promotion because of his/her race/ethnicity.

15. A member was assigned less desirable office space because of his/her race/ethnicity.
16. The person in charge of the organization changed the duty assignments when it was discovered that two people of the same race/ethnicity were assigned to the same sensitive area on the same shift.
17. While speaking to a group, the person in charge of the organization took more time to answer questions from one race/ethnic group than from another group.
18. Members from different racial or ethnic groups were seen socializing together.
19. Members joined friends of a different racial or ethnic group at the same table in the cafeteria or designated eating area.
20. When a person complained of sexual harassment, the supervisor said, "You're being too sensitive."
21. Offensive racial/ethnic names were frequently heard.
22. Racial/ethnic jokes were frequently heard.
23. A supervisor referred to subordinates of one gender by their first names in public while using titles for subordinates of the other gender.
24. Sexist jokes were frequently heard.
25. Someone made sexually suggestive remarks about another person.
26. A well-qualified person was denied a job because the supervisor did not like the religious beliefs of the person.
27. A demeaning comment was made about a certain religious group.
28. A supervisor favored a worker who had the same religious beliefs as the supervisor.
29. A younger person was selected for a prestigious assignment over an older person who was equally, if not slightly better qualified.
30. An older individual did not get the same career opportunities as did a younger individual.
31. A worker with a disability was not given the same opportunities as other workers.
32. A young supervisor did not recommend promotion for a qualified older worker.
33. A career opportunity presentation to a worker with a disability focused on the lack of opportunity elsewhere; to others, it emphasized promotion.
34. A supervisor did not appoint a qualified worker with a disability to a new position, but instead appointed another, less qualified non-disabled worker.

Part III

In this part of the survey, answer the following questions regarding *how you feel about your organization* that is the organization led by the individual who requested you complete this survey.

- 1 = Totally agree with the statement
- 2 = Moderately agree with the statement
- 3 = Neither agree nor disagree with the statement
- 4 = Moderately disagree with the statement
- 5 = Totally disagree with the statement

35. I find that my values and the organization's values are very similar.
36. I am proud to tell others that I am part of this organization.
37. Assuming I could stay until eligible for retirement, I do not see many reasons to do so.
38. Often, I find it difficult to agree with the policies of this organization on important matters relating to its people.
39. Becoming a part of this organization was definitely not in my best interests.
40. The values of this organization reflect the values of its members.
41. This organization is loyal to its members.
42. This organization is proud of its people.

Part IV

Respond to the following items regarding the *effectiveness of your work group* (all persons who report to the same supervisor that you do), and top leaders, using the scale below:

- 1 = *Totally agree* with the statement
- 2 = *Moderately agree* with the statement
- 3 = *Neither agree nor disagree* with the statement
- 4 = *Moderately disagree* with the statement
- 5 = *Totally disagree* with the statement

- 43. The amount of output of my work group is very high.
- 44. The quality of output of my work group is very high.
- 45. When high priority work arises, such as short deadlines, crash programs, and schedule changes, the people in my work group do an outstanding job in handling these situations.
- 46. My work group's performance in comparison to similar work groups is very high.
- 47. My work group works well together as a team.
- 48. Members of my work group pull together to get the job done.
- 49. Members of my work group really care about each other.
- 50. Members of my work group trust each other.
- 51. Top leaders in my organization work well together as a team.
- 52. Top leaders in my organization pull together to get the job done.
- 53. Top leaders in my organization really care about each other.
- 54. Top leaders in my organization trust each other.

Part V

The questions in this section are used to determine *how satisfied you are with job-related issues*. Indicate your degree of satisfaction or dissatisfaction by choosing the most appropriate phrase:

- 1 = *Very satisfied*
- 2 = *Moderately satisfied*
- 3 = *Neither satisfied nor dissatisfied*
- 4 = *Moderately dissatisfied*
- 5 = *Very dissatisfied*

How satisfied are you with:

- 55. The chance to help people and improve their welfare through the performance of my job.
- 56. My amount of effort compared to the efforts of my co-workers.
- 57. The recognition and pride my family has in the work I do.
- 58. The chance to acquire valuable skills in my job that prepare me for future opportunities.
- 59. My job as a whole.

Part VI

60. Within the past 12 months, I have personally experienced an incident of discrimination within my current organization. (Mark all that apply.)

- 1 = YES, due to my racial/national origin/color
- 2 = YES, due to my gender (sex)
- 3 = YES, due to my age
- 4 = YES, due to my disability
- 5 = YES, due to my religion

6 = No

61. Within the past 12 months, I have personally experienced an incident of sexual harassment within my current organization.

1 = YES 2 = NO

62. Did you report any of the above incidents of discrimination or sexual harassment to someone in your organization?

1 = I filed a formal complaint through my organization's EO/EEO representative.

2 = I reported the incident through my organization's EO/EEO representative without filing a formal complaint .

3 = I reported the incident to my supervisor/superior without filing a formal complaint.

4 = I confronted the individual who committed the act without filing a formal complaint.

5 = I did not report the incident to anyone.

6 = N/A. I did not experience an incident of discrimination or sexual harassment in the past 12 months.

63. How satisfied are you with how your issue was (or is being) resolved?

1 = *Very* satisfied

2 = *Moderately* satisfied

3 = *Moderately* dissatisfied

4 = *Very* dissatisfied

5 = N/A. I did not experience an incident of discrimination or sexual harassment in the past 12 months.

Part VII

The questions in this section are used to determine your *perceptions of leadership support* in regards to sexual assault, your *knowledge of sexual assault reporting options*, *perceived barriers to reporting sexual assault*, and *bystander intervention*.

64. My leadership promotes a climate that is free of sexual assault.

1 = *Strongly agree*

2 = *Agree*

3 = *Neither agree nor disagree*

4 = *Disagree*

5 = *Strongly disagree*

65. My leadership would respond appropriately in the event a sexual assault was reported.

1 = *Strongly agree*

2 = *Agree*

3 = *Neither agree nor disagree*

4 = *Disagree*

5 = *Strongly disagree*

66. A restricted report allows a Service member to report a sexual assault and get help, but without notifying command or criminal investigators.

1 = True

2 = False

67. Which of the following would be reasons why a victim of sexual assault would not report the incident within your unit (*Mark all that apply*):

- 1 = Lack of privacy/confidentiality
- 2 = Stigma, shame, fear
- 3 = Fear of being reduced in the eyes of the commander or colleagues
- 4 = Fear of disciplinary action due to victim's misconduct
- 5 = Fear of re-victimization
- 6 = Fear of operational impacts on training, security clearances, and overseas deployments
- 7 = Not knowing how to report
- 8 = Not thinking anything would be done
- 9 = Not wanting to get fellow Service members (e.g., perpetrator, bystanders) in trouble for actions or collateral misconduct.
- 10 = Concern Victim Advocate (VA) will not keep report confidential
- 11 = None of the above, sexual assaults would be reported

68. Suppose you see a Service member put something in a person's drink. You're unsure what it was and question if your eyes were playing tricks on you. What are you most likely to do in this kind of situation?

- 1 = Nothing
- 2 = Leave to avoid any kind of trouble
- 3 = Watch the situation to see if it escalates
- 4 = Tell the person what you saw the Service member do
- 5 = Confront the Service member

69. Imagine you go TDY for some training. The first night you go to a restaurant/bar with a large group of colleagues, whom you just met. At what point would you intervene in the following escalating situation?

- 1 = A senior leader at the training buys your colleague a drink and he/she is told a drink may never be refused, as doing so would go against tradition
- 2 = The senior leader buys your colleague a second and third drink despite his/her repeated objections
- 3 = Your colleague appears intoxicated and disoriented, and continues to be the senior leader's main focus of attention
- 4 = The senior leader repeatedly hugs your colleague, rubs his/her shoulders, and offers to walk him/her back to quarters
- 5 = You see the senior leader quietly taking your intoxicated colleague out of the place
- 6 = As they leave, your colleague tries to push away the senior leader and says, "no."
- 7 = In this scenario, I would not intervene at any point